



National Association of Legal Fee Analysis
Specializing in Attorney Fees & Legal Billing

The Nation's Top Attorney Fee Experts

The 2022 Litigation Hourly Rate Survey & Report

NALFA's Annual Hourly Rate Survey of Civil Litigation in the U.S.

Published & Released on December 20, 2022

NALFA

NALFA is a 501(c)(6) non-profit professional association for the legal fee analysis field. Our members provide a range of services on attorney fee and legal billing matters.

Courts and clients turn to us for expertise when attorney fees and expenses are at issue in large, complex cases. NALFA members are fully qualified attorney fee experts, special fee masters, bankruptcy fee examiners, fee dispute neutrals, and legal bill auditors. All our members follow Best Practices in Outside Legal Fee Analysis.

About NALFA

The National Association of Legal Fee Analysis (NALFA) is federal tax-exempt group organized and governed under 26 U.S.C. § 501(c)(6). As such, we serve as the professional governing body for the legal fee analysis profession. As a 501(c)(6) organization, NALFA devotes itself to advancing the lines of business and representing the professional interests of the legal fee analysis profession.

Our mission is to help ensure quality and reliability across the legal fee analysis profession, regardless of membership status. Our standard for analysis and evaluating attorney fees and expenses is reasonableness. Our members observe proven methodologies and adhere to the proper standard of reasonableness when reviewing outside attorney fees and expenses. Our members follow Best Practices in Outside Legal Fee Analysis.

NALFA has been cited or quoted by 21 different media outlets and/or publication: The Wall Street Journal, Bloomberg News, ALM's American Lawyer, The Chicago Tribune, Bloomberg BNA, CNBC, Thomson Reuters, Insurance Journal, Minneapolis-St. Paul Business Journal, Daily Journal, ALM's Daily Business Review, ALM's National Law Journal, FindLaw.com, The Florida Bar Journal, Law 360, Politico, ALM's Law.com, Missouri Lawyers Media, ALM's Critical Mass, Portland Business Journal, and Detroit Free Press.

The Ethics of Reviewing Outside Legal Fees: Dedicated to the Legacy of Founding Member Bruce R. Meckler (1955-2016)

Legal fee analysis is the comprehensive review and analysis of attorney fees and costs by an outside party in a legal matter. Professionals who routinely perform outside or third-party legal fee analysis include attorney fee experts, special fee masters, bankruptcy fee examiners, fee dispute neutrals, and legal bill reviewers.

The following ten best practices measures were developed over several years with input and consensus from thought leaders (members and non-members) from across the legal fee analysis professional community. These best practice measures promote values such as ethics, independence, and professional development. These peer review driven standards help strengthen the legal fee analysis field by ensuring integrity in the process and reliability in the results. These best practice measures fulfill the "generally accepted" standards within a professional community as required by *Daubert* and are widely considered the mainstream of outside legal fee analysis.

All our members (i.e. fully qualified attorney fee experts, special fee masters, bankruptcy fee examiners, fee dispute neutrals, and legal bill reviewers) are signatories to the following ethics for reviewing outside legal fees:

- 1.00 Adhere to the proper standard of reasonableness.
- 2.00 Observe a consistent and reliable methodology.
- 3.00 Keep updated on the latest jurisprudence (i.e. the body of law, key court rulings, expert fee reports, etc.) on reasonable attorney fees and expenses.
- 4.00 Keep updated on the latest scholarship (i.e. empirical papers, studies, surveys, reports, etc.) on reasonable attorney fees and expenses.
- 5.00 Participate in professional development and CLE programs on litigation management, attorney fees, and legal billing topics.
- 6.00 Do not advertise false or intentionally misleading information or offer any guarantee of outcome.
- 7.00 Do not charge on a contingency basis (i.e. based on the results obtained).
- 8.00 Do not accept a case or client where there is an inherent conflict of interest.
- 9.00 Keep all fee, billing, rate, and work product information in strict confidence.
- 10.00 Utilize technology when possible.

Please Note: You don't need to be a NALFA member to follow Best Practices in Legal Fee Analysis.

NALFA Fact Sheet:

NALFA is an approved 501(c)(6) federal tax-exempt organization under the IRS Code.

NALFA is an A.M. Best Recommended Expert Service Provider (2008-Present).

NALFA has recommended qualified attorney fee experts on legal fee and billing matters ranging from \$42,000-\$500 million.

Since 2008, NALFA has hosted over 45 different CLE and professional development programs on attorney fees and legal billing topics. Our CLE faculty has included 20 sitting federal judges.

Every year, NALFA announces, "The Nation's Top Attorney Fee Experts".

Every year, NALFA conducts its Litigation Hourly Rate Survey, an hourly rate survey of civil litigation in the U.S.

NALFA offers a Certificate in Ethical Billing & Reasonable Fees, the nation's first and only certificate of its kind for registered guests of multiple CLE programs.

NALFA has established Best Practices in Outside Legal Fee Analysis, a peer-review driven code of professional conduct for professionals who routinely perform outside legal fee analysis.

NALFA's News Blog covers jurisprudence and scholarship on reasonable attorney fees throughout the U.S.

NALFA filed Amicus Briefs in *Worley v. Storage USA*, *Pipefitters v. Oakley* in California appellate courts and in the landmark ADA case, *Covington v. McNeese State University* in the Louisiana Supreme Court.

NALFA has been cited or quoted by 21 different media outlets and/or publications: The Wall Street Journal, Bloomberg News, ALM's American Lawyer, The Chicago Tribune, Bloomberg BNA, CNBC, Thomson Reuters, Insurance Journal, Minneapolis-St. Paul Business Journal, Daily Journal, ALM's Daily Business Review, ALM's National Law Journal, FindLaw.com, The Florida Bar Journal, Law 360, Politico, ALM's Law.com, Missouri Lawyers Media, ALM's Critical Mass, and Portland Business Journal, and Detroit Free Press.

NALFA houses a body of scholarship on reasonable attorney fees including surveys, reports, articles, and studies. NALFA also recognizes the nation's most influential scholarship on attorney fees.

NALFA conducts custom hourly rate surveys for law firms, corporate legal departments, and government agencies. A federal judge cited a NALFA hourly rate survey in his attorney fee award in the *Vortens* class settlement.

Hourly Rate Terms

Hourly rates are not attorney fees. But hourly rates help determine attorney fees. There is a difference between rates charged or billed and rates actually paid. Here are some other basic rate terms used in hourly billing:

Premium Rates – Rates paid at the high end of the distribution curve (Tier 4).

Discount Rates – Rates charged below market value at the low end of the distribution curve (Tier 1).

Unitary Rates – A discounted rate charged by a group of litigators.

Quoted Rate -- Agreed upon hourly rate by the attorney and client in a fee agreement.

Client Rate -- Based on a single hourly charge for the client, regardless of which attorney works on the case and what he or she does on the case.

Activity Rate -- Based on hourly rates that vary depending on the type of service or activity performed and the degree of difficulty of the activity. Sometimes call task-based rate.

Blended Rate -- Single hourly rate set by taking into account the mix of attorneys working on the matter.

Survey Purpose

In this information age, data or analytics is decision making. From investments to sports, data-based analytics has transformed our economy and permeated all aspects of our society. Indeed, data is power. With good, actionable data, you can increase your market share or advantage and gain insight and understanding. Data analytics is essential to the practice of law. With new position titles like price analyst, data specialist, and practice analytics, law firms recognize the need for metric-based decision making.

This survey is the tool or method to obtain hourly rate data. In litigation, data can be used as evidence in court or ADR. Our billing rate data is grounded in mathematics and statistics. The purpose of this survey is to provide the most current, accurate, and reliable hourly rate data of civil litigation in the U.S. From our meta-data, you can understand the economics of hourly rates in litigation and with more targeted or focused data, you can make direct comparisons of defense and plaintiff rates among litigators with less than 10 years of litigation experience. Litigators can use this hourly rate data for two general purposes:

1. **Internal – Compare Your Hourly Rate to Your Litigation Peers**
2. **External – Cite as Evidence to Support or Challenge Hourly Rates in Court / ADR**

NALFA’s Hourly Rate Tier System

While complying the hourly rate data, we noticed there may be a way to group the data fields into broader categories. As such, we applied a tier system to our hour rate ranges:

#	Rate Tier	Rate Range
1	Tier 1	Less Than \$200
2	Tier 1	\$200-\$250
3	Tier 1	\$251-\$300
4	Tier 1	\$301-\$350
5	Tier 1	\$351-\$400
6	Tier 2	\$401-\$450
7	Tier 2	\$451-\$500
8	Tier 2	\$501-\$550
9	Tier 2	\$551-\$600
10	Tier 2	\$601-\$650
11	Tier 3	\$651-\$700
12	Tier 3	\$701-\$750
13	Tier 3	\$751-\$800
14	Tier 3	\$801-\$850
15	Tier 3	\$851-\$900
16	Tier 4	\$901-\$950
17	Tier 4	\$951-\$1,000
18	Tier 4	\$1,001-\$1,050
19	Tier 4	\$1,051-\$1,100
20	Tier 4	Over \$1,100

Tier Level
Tier 1 (Less Than \$200-\$400)
Tier 2 (\$401-\$650)
Tier 3 (\$651-\$900)
Tier 4 (\$901-Over \$1,110)

Survey Stats

Survey Name: The 2022 Litigation Hourly Rate Survey
Survey Start Date: May 9, 2022
Survey End Date: September 23, 2022
Number of Survey Emails: 48
Number of Survey Questions: 10
Number of Survey Variables: $(2)+2+6+3+15+25+20+20+5+5=103$
Number of Survey Participants: 19,124
Number of Full Survey Responses: 17,443
Number of Full Survey Responses from Verified Litigators: 16,627
Number of Survey Data Points: Over 1.5 million

Survey Process & Methodology

This hourly rate survey was conducted via electronic mail (e-mail). This survey was conducted through our email marketing vendor, Constant Contact, Inc. This hourly rate survey started on May 9, 2022 and closed on September 23, 2022. We sent out over 45 email campaigns to our proprietary e-mail database of over 420,000 litigators from across the U.S. Our database contained litigators of all types – both plaintiff and defense counsel, from big law firms to solo shops, from big cities to small towns, and at all litigation experience levels.

We invited litigators to participate in this hourly rate survey. In order to incentivize them to participate, we offer all survey respondents the survey results at no cost. In order to prevent duplicate responses, once litigators participated in the survey, they were removed from our email database. Throughout the 5-month survey campaign, we carefully tracked the open rate, click rate, participation rate, and response rate.

The total number of participants in this hourly rate survey was **19,124**. Of this, there were **17,443** who fully completed the survey. But of this, there were **16,627** who fully completed from valid litigators in the U.S. We did not include missing or deficient responses in our survey totals and results. With 10 questions and 103 variables, we had a total of over **1.5 million** data points and intra-data points to analyze.

Conduct Your Own Hourly Rate Data Analysis

We let the hourly rate data speak for itself. Litigators and others can use this hourly rate survey to conduct their own rate analysis. Giving you access to the primary data allows litigators and others to perform their own macro and / or micro legal fee analysis. You can use the data sets to do your own rate analysis and draw your own actable rate intelligence. With over 100K data points, you can find:

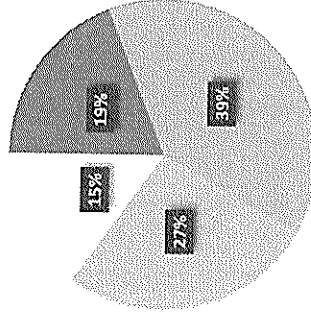
- Approx. Average Hourly Rates by Geography, Experience Level, and Firm Size
- Combining Rate Data Points and Rate Data Sets
- Percentile Distributions
- Use Advanced Analytics Techniques
- And much, much more

For people who purchase this survey, NALFA can provide the excel spreadsheets to help you organize the data as you see fit. This also allows you to create your own charts and graphs. We also provide a tutorial to help explain the data, show how to conduct rate analysis, and answer any questions.

New York, NY

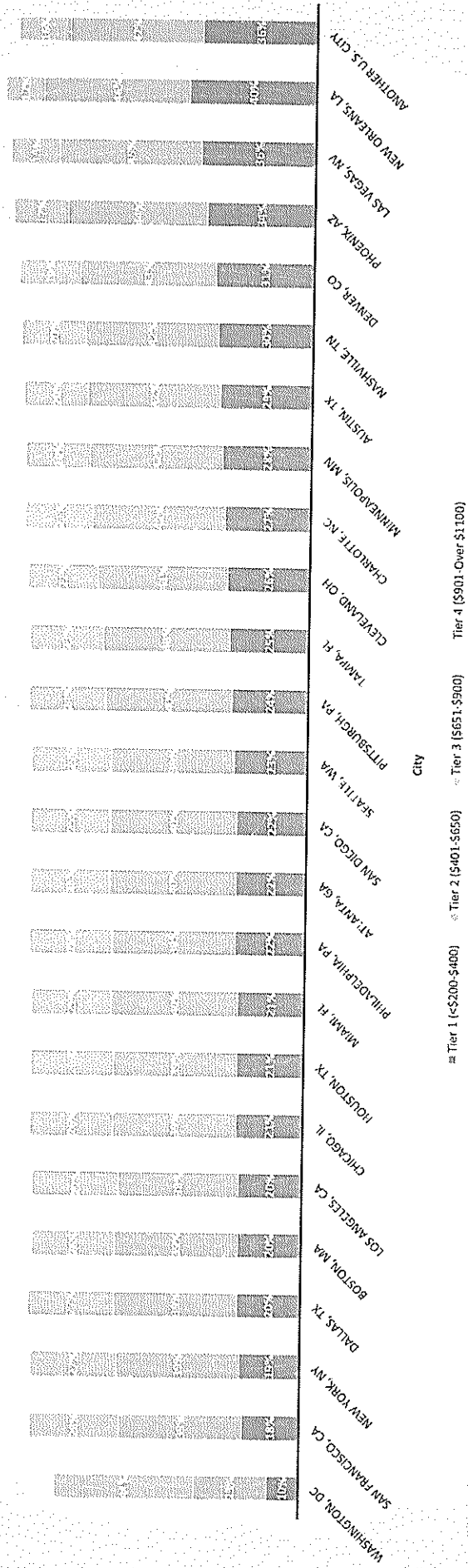
New York, NY Hourly Rate Data														
			Defense				Plaintiffs				Totals			
Rate Tier	Rate Range	Regular Rate	Complex Rate	#	%	Regular Rate	Complex Rate	#	%	Complex Rate	#	%	All Rates	%
1	Tier 1	Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Tier 1	\$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
3	Tier 1	\$251-\$300	1	0.28%	1	0.28%	0	0.00%	0	0.00%	0	0.00%	2	0.14%
4	Tier 1	\$301-\$350	11	3.14%	31	8.85%	19	5.32%	16	4.48%	77	5.44%	192	13.57%
5	Tier 1	\$351-\$400	62	17.71%	40	11.42%	45	12.60%	45	12.60%	271	19.16%	554	39.17%
Sub Totals			74	21.14%	72	20.57%	64	17.92%	61	17.08%	271	19.16%	554	39.17%
6	Tier 2	\$401-\$450	32	9.14%	25	7.14%	31	8.68%	29	8.12%	117	8.27%	107	7.56%
7	Tier 2	\$451-\$500	25	7.14%	29	8.28%	26	7.28%	27	7.56%	107	7.56%	106	7.49%
8	Tier 2	\$501-\$550	25	7.14%	28	8.00%	28	7.84%	25	7.00%	106	7.49%	99	7.00%
9	Tier 2	\$551-\$600	21	6.00%	23	6.57%	28	7.84%	27	7.56%	125	8.84%	125	8.84%
10	Tier 2	\$601-\$650	33	9.42%	31	8.85%	30	8.40%	31	8.68%	139	38.93%	554	39.17%
Sub Totals			136	38.85%	136	38.85%	143	40.05%	139	38.93%	554	39.17%	86	6.08%
11	Tier 3	\$651-\$700	24	6.85%	22	6.28%	20	5.60%	20	5.60%	65	4.59%	65	4.59%
12	Tier 3	\$701-\$750	13	3.71%	18	5.14%	19	5.32%	15	4.20%	80	5.65%	80	5.65%
13	Tier 3	\$751-\$800	20	5.71%	21	6.00%	21	5.88%	18	5.04%	78	5.51%	78	5.51%
14	Tier 3	\$801-\$850	17	4.85%	15	4.28%	19	5.32%	27	7.56%	76	5.37%	76	5.37%
15	Tier 3	\$851-\$900	19	5.42%	18	5.14%	19	5.32%	20	5.60%	385	27.22%	385	27.22%
Sub Totals			93	26.57%	94	26.85%	98	27.45%	100	28.01%	45	3.18%	45	3.18%
16	Tier 4	\$901-\$950	9	2.57%	12	3.42%	13	3.64%	11	3.08%	36	2.54%	36	2.54%
17	Tier 4	\$951-\$1,000	9	2.57%	8	2.28%	10	2.80%	9	2.52%	44	3.11%	44	3.11%
18	Tier 4	\$1,001-\$1,050	11	3.14%	8	2.28%	12	3.36%	13	3.64%	39	2.75%	39	2.75%
19	Tier 4	\$1,051-\$1,100	9	2.57%	9	2.57%	10	2.80%	11	3.08%	40	2.82%	40	2.82%
20	Tier 4	Over \$1,100	9	2.57%	11	3.14%	7	1.96%	13	3.64%	204	14.42%	204	14.42%
Sub Totals			47	13.42%	48	13.71%	52	14.56%	57	15.96%	1414	100%	1414	100%
Totals			350	100%	350	100%	357	100%	357	100%	1414	100%	1414	100%

New York, NY (All Rates)



- Tier 1 (Less Than \$200-\$400)
- Tier 2 (\$401-\$650)
- Tier 3 (\$651-\$900)
- Tier 4 (\$901-Over \$1,110)

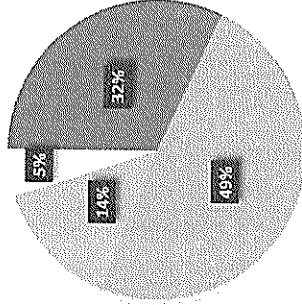
Cities by Tier Rate System



Associates

Associate Rates (All Cities/Geo)														
Rate Tier	Rate Range	Defense						Plaintiff						Totals
		Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	All Rates
		#	%	#	%	#	%	#	%	#	%	#	%	#
1	Tier 1 Less Than \$200	51	2.21%	42	1.82%	45	1.89%	36	1.51%	36	1.51%	174	1.86%	
2	Tier 1 \$200-\$250	80	3.47%	77	3.34%	89	3.75%	76	3.20%	76	3.20%	322	3.44%	
3	Tier 1 \$251-\$300	145	6.29%	141	6.12%	161	6.79%	163	6.87%	163	6.87%	610	6.52%	
4	Tier 1 \$301-\$350	211	9.16%	162	7.03%	219	9.23%	225	9.48%	225	9.48%	817	8.74%	
5	Tier 1 \$351-\$400	319	13.85%	155	6.73%	316	1.33%	322	13.58%	322	13.58%	1112	11.89%	
	Sub Totals	806	35.01%	577	25.06%	830	35.00%	822	34.66%	822	34.66%	3035	32.47%	
6	Tier 2 \$401-\$450	213	9.25%	248	10.77%	256	10.79%	234	9.86%	234	9.86%	951	10.17%	
7	Tier 2 \$451-\$500	236	10.25%	254	11.03%	222	9.36%	209	8.81%	209	8.81%	921	9.85%	
8	Tier 2 \$501-\$550	211	9.16%	201	8.73%	244	10.29%	263	11.09%	263	11.09%	919	9.83%	
9	Tier 2 \$551-\$600	211	9.16%	237	10.29%	206	8.68%	230	9.70%	230	9.70%	884	9.45%	
10	Tier 2 \$601-\$650	234	10.16%	215	9.33%	211	8.89%	219	9.23%	219	9.23%	879	9.40%	
	Sub Totals	1105	48.00%	1155	50.17%	1139	48.03%	1155	48.71%	1155	48.71%	4554	48.72%	
11	Tier 3 \$651-\$700	98	4.25%	97	4.21%	81	3.41%	79	3.33%	79	3.33%	355	3.79%	
12	Tier 3 \$701-\$750	67	2.91%	95	4.12%	37	1.56%	64	2.69%	64	2.69%	263	2.81%	
13	Tier 3 \$751-\$800	45	1.95%	111	4.82%	67	2.82%	51	2.15%	51	2.15%	274	2.93%	
14	Tier 3 \$801-\$850	41	1.78%	84	3.64%	51	2.15%	47	1.98%	47	1.98%	223	2.38%	
15	Tier 3 \$851-\$900	26	1.12%	70	3.04%	48	2.02%	32	1.34%	32	1.34%	176	1.88%	
	Sub Totals	277	12.03%	457	19.85%	284	11.97%	273	11.51%	273	11.51%	1291	13.81%	
16	Tier 4 \$901-\$950	59	2.56%	57	2.47%	54	2.27%	61	2.57%	61	2.57%	231	2.47%	
17	Tier 4 \$951-\$1,000	17	0.73%	15	0.65%	19	0.82%	16	0.67%	16	0.67%	67	0.71%	
18	Tier 4 \$1,001-\$1,050	21	0.91%	26	1.12%	28	1.18%	25	1.05%	25	1.05%	100	1.06%	
19	Tier 4 \$1,051-\$1,100	8	0.34%	7	0.30%	8	0.33%	10	0.42%	10	0.42%	33	0.35%	
20	Tier 4 Over \$1,100	9	0.39%	8	0.34%	9	0.37%	9	0.37%	9	0.37%	35	0.37%	
	Sub Totals	114	4.95%	113	4.90%	118	4.97%	121	5.10%	121	5.10%	466	4.98%	
Totals		2302	100%	2302	100%	2371	100%	2371	100%	2371	100%	9346	100%	

Associates (All Rates)

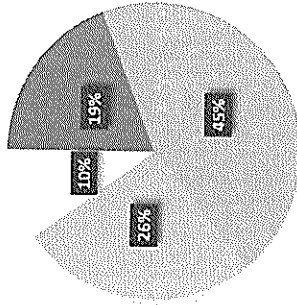


- Tier 1 (Less Than \$200-\$400)
- Tier 2 (\$401-\$650)
- Tier 3 (\$651-\$900)
- Tier 4 (\$901-Over \$1,110)

Partners

Partner Rates (All Cities/Geo)													
Rate Tier	Rate Range	Defense				Plaintiff				Totals			
		Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	All Rates	#	%	%
1	Tier 1	Less Than \$200	11	0.36%	11	0.36%	10	0.34%	9	0.31%	41	0.34%	
2	Tier 1	\$200-\$250	44	1.46%	33	1.09%	22	0.75%	25	0.86%	124	1.04%	
3	Tier 1	\$251-\$300	89	2.95%	81	2.68%	85	2.92%	78	2.68%	333	2.81%	
4	Tier 1	\$301-\$350	167	5.54%	171	5.67%	159	5.47%	146	5.03%	643	5.43%	
5	Tier 1	\$351-\$400	291	9.66%	299	9.92%	246	8.47%	255	8.78%	1091	9.22%	
Sub Totals			602	19.98%	595	19.75%	522	17.98%	513	17.67%	2232	18.87%	
6	Tier 2	\$401-\$450	298	9.89%	291	9.66%	260	8.95%	260	8.96%	1109	9.37%	
7	Tier 2	\$451-\$500	275	9.13%	284	9.42%	229	7.89%	273	9.40%	1061	8.97%	
8	Tier 2	\$501-\$550	256	8.49%	222	7.37%	276	9.51%	251	8.64%	1005	8.49%	
9	Tier 2	\$551-\$600	272	9.03%	288	9.56%	245	8.44%	268	9.23%	1073	9.07%	
10	Tier 2	\$601-\$650	224	7.43%	248	8.23%	298	10.26%	277	9.54%	1047	8.85%	
Sub Totals			1325	43.99%	1333	44.25%	1308	45.07%	1329	45.79%	5295	44.76%	
11	Tier 3	\$651-\$700	167	5.54%	145	4.41%	136	4.68%	123	4.23%	571	4.82%	
12	Tier 3	\$701-\$750	150	4.98%	149	4.94%	168	5.78%	158	5.44%	625	5.28%	
13	Tier 3	\$751-\$800	151	5.01%	167	5.54%	169	5.82%	162	5.58%	649	5.48%	
14	Tier 3	\$801-\$850	142	4.71%	155	5.14%	148	5.09%	163	5.61%	608	5.14%	
15	Tier 3	\$851-\$900	172	5.71%	158	5.24%	159	5.47%	155	5.34%	644	5.44%	
Sub Totals			782	24.16%	774	25.69%	780	26.87%	761	26.22%	3097	26.18%	
16	Tier 4	\$901-\$950	51	1.69%	59	1.95%	55	1.89%	59	2.03%	224	1.89%	
17	Tier 4	\$951-\$1,000	73	2.42%	82	2.72%	50	1.72%	56	1.92%	261	2.20%	
18	Tier 4	\$1,001-\$1,050	55	1.82%	52	1.72%	65	2.23%	55	1.89%	227	1.91%	
19	Tier 4	\$1,051-\$1,100	63	2.09%	55	1.82%	61	2.10%	62	2.13%	241	2.03%	
20	Tier 4	Over \$1,100	61	2.02%	62	2.05%	61	2.10%	67	2.30%	251	2.12%	
Sub Totals			303	10.05%	310	10.29%	292	10.06%	299	10.30%	1204	10.17%	
Totals			3012	100%	3012	100%	2902	100%	2902	100%	11,828	100%	

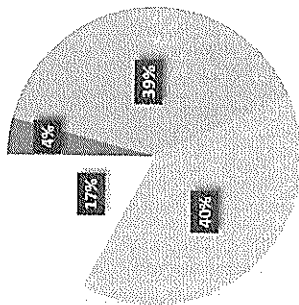
Partners (All Rates)



Senior / Managing Partners

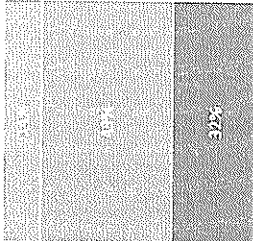
Senior / Managing Partner Rates (All Cities/Geo)													
Rate Tier	Rate Range	Defense				Plaintiff				Totals			
		Regular Rate	Complex Rate	#	%	Regular Rate	Complex Rate	#	%	Complex Rate	All Rates	#	%
1	Tier 1 Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Tier 1 \$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
3	Tier 1 \$251-\$300	5	0.16%	3	0.09%	8	0.26%	4	0.13%	20	0.16%	20	1.82%
4	Tier 1 \$301-\$350	60	1.98%	55	1.82%	61	2.02%	44	1.45%	220	1.82%	220	1.82%
5	Tier 1 \$351-\$400	83	2.47%	78	2.58%	71	2.35%	77	2.55%	309	2.55%	309	2.55%
Sub Totals		148	4.89%	136	4.50%	140	4.63%	125	4.14%	549	4.54%	549	4.54%
6	Tier 2 \$401-\$450	248	8.20%	201	6.65%	256	8.47%	225	7.45%	930	7.69%	930	7.69%
7	Tier 2 \$451-\$500	261	8.63%	199	6.58%	233	7.71%	265	8.77%	958	7.93%	958	7.93%
8	Tier 2 \$501-\$550	259	8.57%	183	6.05%	244	8.08%	229	7.58%	915	7.57%	915	7.57%
9	Tier 2 \$551-\$600	257	8.50%	197	6.52%	246	8.14%	219	7.25%	919	7.60%	919	7.60%
10	Tier 2 \$601-\$650	277	9.16%	201	6.65%	238	7.88%	222	7.35%	938	7.76%	938	7.76%
Sub Totals		1302	43.09%	981	32.47%	1217	40.31%	1160	38.42%	4660	38.57%	4660	38.57%
11	Tier 3 \$651-\$700	238	7.87%	289	9.56%	256	8.47%	219	7.25%	1002	8.29%	1002	8.29%
12	Tier 3 \$701-\$750	234	7.74%	247	8.17%	238	7.88%	245	8.11%	964	7.98%	964	7.98%
13	Tier 3 \$751-\$800	229	7.58%	279	9.23%	222	7.35%	248	8.21%	978	8.09%	978	8.09%
14	Tier 3 \$801-\$850	227	7.51%	265	8.77%	235	7.78%	256	8.47%	983	8.13%	983	8.13%
15	Tier 3 \$851-\$900	220	7.28%	249	8.24%	226	7.48%	221	7.32%	916	7.58%	916	7.58%
Sub Totals		1148	38.00%	1329	43.99%	1177	38.98%	1189	39.38%	4843	40.09%	4843	40.09%
16	Tier 4 \$901-\$950	81	2.68%	111	3.67%	99	3.27%	108	3.57%	399	3.30%	399	3.30%
17	Tier 4 \$951-\$1,000	88	2.91%	115	3.80%	97	3.32%	110	3.64%	410	3.39%	410	3.39%
18	Tier 4 \$1,001-\$1,050	85	2.81%	112	3.70%	91	3.01%	115	3.80%	403	3.33%	403	3.33%
19	Tier 4 \$1,051-\$1,100	91	3.01%	120	3.97%	97	3.32%	108	3.57%	416	3.44%	416	3.44%
20	Tier 4 Over \$1,100	78	2.58%	117	3.87%	101	3.34%	104	3.44%	400	3.31%	400	3.31%
Sub Totals		423	14.00%	575	19.03%	485	16.06%	545	18.05%	2028	16.78%	2028	16.78%
Totals		3021	100%	3021	100%	3019	100%	3019	100%	12,080	100%	12,080	100%

Sr. / Mgr. Partners (All Rates)



■ Tier 1 (Less Than \$200-\$400)
 ■ Tier 2 (\$401-\$650)
 ■ Tier 3 (\$651-\$900)
 ■ Tier 4 (\$901-Over \$1,110)

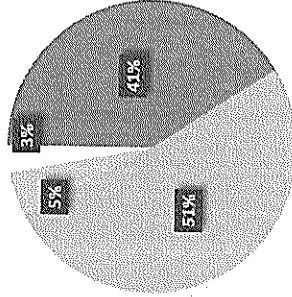
Position / Title by Tier Rate System

ASSOCIATES		PARTNERS		SENIOR / MANAGING PARTNERS	
		Position / Title			
		Tier 1 (<\$200-\$400)		Tier 4 (\$901-Over \$1100)	
		Tier 2 (\$401-\$650)		Tier 3 (\$651-\$900)	
		Tier 3 (\$651-\$900)		Tier 4 (\$901-Over \$1100)	

6-7 Years of Litigation Experience

6-7 Years of Litigation Experience													
Rate Tier	Rate Range	Defense				Plaintiff				Totals			
		Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	All Rates	#	%	%
1	Tier 1 Less Than \$200	9	1.69%	8	1.50%	9	1.71%	4	0.76%	30	1.41%	1.41%	
2	Tier 1 \$200-\$250	11	2.07%	5	0.94%	11	2.09%	1	0.19%	28	1.32%		
3	Tier 1 \$251-\$300	51	9.60%	27	5.08%	24	4.56%	15	2.85%	117	5.53%		
4	Tier 1 \$301-\$350	76	14.31%	77	14.50%	81	15.39%	61	11.59%	295	13.95%		
5	Tier 1 \$351-\$400	81	15.25%	99	18.64%	90	17.11%	129	24.52%	399	18.87%		
Sub Totals		228	42.93%	216	40.67%	215	40.87%	210	39.92%	869	41.10%		
6	Tier 2 \$401-\$450	32	6.02%	50	9.41%	74	13.49%	46	8.74%	202	9.55%		
7	Tier 2 \$451-\$500	42	7.90%	55	10.35%	43	8.17%	55	10.45%	195	9.22%		
8	Tier 2 \$501-\$550	55	10.35%	58	10.92%	51	9.69%	40	7.60%	204	9.64%		
9	Tier 2 \$551-\$600	51	9.60%	55	10.35%	67	12.73%	52	9.88%	225	10.64%		
10	Tier 2 \$601-\$650	91	17.13%	61	11.48%	44	8.36%	65	12.35%	261	12.34%		
Sub Totals		271	51.03%	279	52.54%	279	53.04%	258	49.04%	1087	51.41%		
11	Tier 3 \$651-\$700	6	1.12%	7	13.18%	4	0.76%	8	1.52%	25	1.18%		
12	Tier 3 \$701-\$750	6	1.12%	4	0.75%	4	0.76%	7	1.33%	21	0.99%		
13	Tier 3 \$751-\$800	5	0.94%	5	0.94%	5	0.95%	8	1.52%	23	1.08%		
14	Tier 3 \$801-\$850	2	0.37%	4	0.75%	4	0.76%	7	1.33%	17	0.80%		
15	Tier 3 \$851-\$900	3	0.56%	3	0.56%	4	0.76%	7	1.33%	17	0.80%		
Sub Totals		22	4.14%	23	4.33%	21	3.99%	37	7.03%	103	4.87%		
16	Tier 4 \$901-\$950	4	0.75%	3	0.56%	3	0.57%	7	1.33%	17	0.80%		
17	Tier 4 \$951-\$1,000	3	0.56%	4	0.75%	4	0.76%	3	0.57%	14	0.66%		
18	Tier 4 \$1,001-\$1,050	2	0.37%	3	0.56%	3	0.57%	2	0.38%	10	0.47%		
19	Tier 4 \$1,051-\$1,100	1	0.18%	3	0.56%	1	0.19%	4	0.76%	9	0.42%		
20	Tier 4 Over \$1,100	0	0.00%	0	0.00%	0	0.00%	5	0.96%	5	0.23%		
Sub Totals		10	1.80%	13	2.44%	11	2.09%	21	3.99%	55	2.60%		
Totals		531	100%	531	100%	526	100%	526	100%	2114	100%		

6-7 Years of Experience (All Rates)

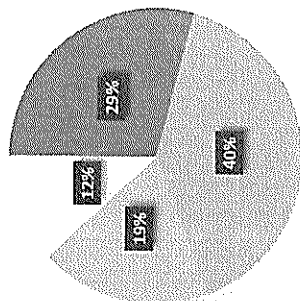


■ Tier 1 (Less Than \$200-\$400)
 ■ Tier 2 (\$401-\$650)
 ■ Tier 3 (\$651-\$900)
 ■ Tier 4 (\$901-Over \$1,110)

19-21 Years of Litigation Experience

19-21 Years of Litigation Experience													
Rate Tier	Rate Range	Defense				Plaintiff				Totals			
		Regular Rate	Complex Rate	#	%	Regular Rate	Complex Rate	#	%	Regular Rate	Complex Rate	#	%
1	Tier 1 Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Tier 1 \$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
3	Tier 1 \$251-\$300	4	0.76%	25	4.80%	3	0.60%	2	0.40%	34	1.66%	34	1.66%
4	Tier 1 \$301-\$350	70	13.46%	35	6.73%	61	12.24%	76	15.26%	242	11.88%	242	11.88%
5	Tier 1 \$351-\$400	81	15.57%	91	17.50%	85	17.06%	66	13.25%	323	15.86%	323	15.86%
Sub Totals		155	29.80%	151	29.03%	149	30.47%	144	28.91%	599	29.42%	599	29.42%
6	Tier 2 \$401-\$450	12	2.30%	49	9.42%	33	6.62%	45	9.03%	139	6.82%	139	6.82%
7	Tier 2 \$451-\$500	15	15.57%	45	8.65%	39	7.83%	25	5.02%	124	6.09%	124	6.09%
8	Tier 2 \$501-\$550	28	5.38%	44	8.46%	42	8.43%	33	6.62%	147	7.22%	147	7.22%
9	Tier 2 \$551-\$600	98	18.84%	39	7.50%	39	7.83%	31	6.22%	207	10.16%	207	10.16%
10	Tier 2 \$601-\$650	81	15.57%	51	9.80%	45	9.03%	25	5.02%	202	9.92%	202	9.92%
Sub Totals		234	45.00%	228	43.84%	198	39.75%	159	31.92%	819	40.22%	819	40.22%
11	Tier 3 \$651-\$700	10	1.92%	21	4.03%	19	3.81%	24	4.81%	74	3.63%	74	3.63%
12	Tier 3 \$701-\$750	11	2.11%	14	2.69%	21	4.21%	24	4.81%	70	3.43%	70	3.43%
13	Tier 3 \$751-\$800	17	3.26%	11	2.11%	15	3.01%	22	4.41%	65	3.19%	65	3.19%
14	Tier 3 \$801-\$850	18	3.46%	15	2.88%	20	4.01%	23	4.61%	76	3.73%	76	3.73%
15	Tier 3 \$851-\$900	22	4.23%	18	3.46%	25	5.02%	27	5.42%	92	4.51%	92	4.51%
Sub Totals		78	15.00%	79	15.19%	100	20.08%	120	24.09%	377	18.51%	377	18.51%
16	Tier 4 \$901-\$950	17	3.26%	17	3.26%	12	2.40%	17	3.41%	63	3.09%	63	3.09%
17	Tier 4 \$951-\$1,000	12	2.30%	14	2.69%	10	2.00%	15	3.01%	51	2.50%	51	2.50%
18	Tier 4 \$1,001-\$1,050	9	1.73%	11	2.11%	9	1.80%	14	2.81%	43	2.11%	43	2.11%
19	Tier 4 \$1,051-\$1,100	8	1.53%	9	1.73%	10	2.00%	10	2.00%	37	1.81%	37	1.81%
20	Tier 4 Over \$1,100	7	1.34%	11	2.11%	10	2.00%	19	3.81%	47	2.30%	47	2.30%
Sub Totals		53	10.19%	62	11.92%	51	10.24%	75	15.06%	241	11.83%	241	11.83%
Totals		520	100%	520	100%	498	100%	498	100%	2036	100%	2036	100%

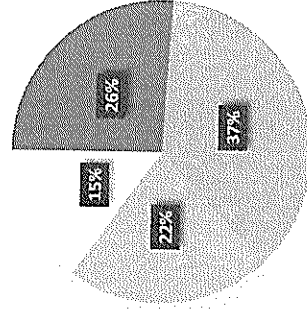
19-21 Years of Experience (All Rates)



22-25 Years of Litigation Experience

22-25 Years of Litigation Experience													
Rate Tier	Rate Range	Defense						Plaintiff					
		#	Regular Rate	%	#	Complex Rate	%	#	Regular Rate	%	#	Complex Rate	%
1	Tier 1 Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Tier 1 \$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
3	Tier 1 \$251-\$300	3	0.55%	12	2.20%	32	5.87%	55	10.26%	64	11.94%	216	9.99%
4	Tier 1 \$301-\$350	65	11.92%	32	5.87%	103	18.99%	83	15.48%	70	13.05%	333	15.40%
5	Tier 1 \$351-\$400	77	14.12%	103	18.99%	147	26.97%	139	25.93%	134	25.00%	565	26.13%
Sub Totals		145	26.60%	147	26.97%	147	26.97%	139	25.93%	134	25.00%	565	26.13%
6	Tier 2 \$401-\$450	10	1.83%	40	7.33%	43	8.02%	28	5.22%	28	5.22%	121	5.59%
7	Tier 2 \$451-\$500	12	2.20%	44	8.07%	46	8.44%	32	5.97%	31	5.78%	133	6.15%
8	Tier 2 \$501-\$550	24	4.40%	46	8.44%	48	8.80%	40	7.46%	28	5.22%	206	9.52%
9	Tier 2 \$551-\$600	90	16.51%	45	8.25%	44	8.20%	28	5.22%	28	5.22%	205	9.48%
10	Tier 2 \$601-\$650	88	16.14%	223	40.91%	201	37.50%	143	26.67%	143	26.67%	791	36.58%
Sub Totals		224	41.10%	223	40.91%	201	37.50%	143	26.67%	143	26.67%	791	36.58%
11	Tier 3 \$651-\$700	11	2.01%	19	3.48%	31	5.78%	35	6.52%	35	6.52%	96	4.44%
12	Tier 3 \$701-\$750	14	2.56%	18	3.30%	21	3.91%	26	4.85%	26	4.85%	79	3.65%
13	Tier 3 \$751-\$800	22	4.03%	15	2.75%	31	5.78%	31	5.78%	31	5.78%	99	4.57%
14	Tier 3 \$801-\$850	31	5.68%	19	3.48%	18	3.35%	30	5.59%	29	5.41%	111	5.13%
15	Tier 3 \$851-\$900	32	5.87%	22	4.03%	28	5.22%	29	5.41%	29	5.41%	111	5.13%
Sub Totals		110	20.18%	93	17.06%	129	24.06%	151	28.17%	151	28.17%	483	22.34%
16	Tier 4 \$901-\$950	18	3.30%	18	3.30%	12	2.23%	23	4.29%	23	4.29%	71	3.28%
17	Tier 4 \$951-\$1,000	15	2.75%	21	3.85%	13	2.42%	19	3.54%	19	3.54%	68	3.14%
18	Tier 4 \$1,001-\$1,050	16	2.93%	17	3.11%	15	2.79%	22	4.10%	22	4.10%	70	3.23%
19	Tier 4 \$1,051-\$1,100	10	1.83%	16	2.93%	13	2.42%	19	3.54%	19	3.54%	58	2.68%
20	Tier 4 Over \$1,100	7	1.28%	10	1.83%	14	2.61%	25	4.66%	25	4.66%	56	2.59%
Sub Totals		66	12.11%	82	15.04%	67	12.50%	108	20.14%	108	20.14%	323	14.93%
Totals		545	100%	545	100%	536	100%	536	100%	536	100%	2162	100%

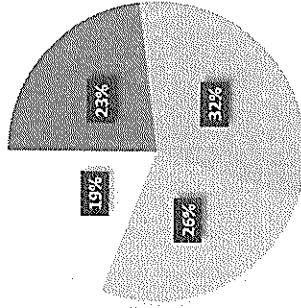
22-25 Years of Experience (All Rates)



26-29 Years of Litigation Experience

26-29 Years of Litigation Experience													
Rate Tier	Rate Range	Defense						Plaintiff					
		Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	All Rates	Totals
		#	%	#	%	#	%	#	%	#	%	#	%
1	Tier 1	Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%
2	Tier 1	\$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%
3	Tier 1	\$251-\$300	2	0.32%	6	0.98%	0	0.00%	3	0.00%	11	0.45%	
4	Tier 1	\$301-\$350	68	11.18%	64	10.52%	71	11.58%	42	6.85%	245	10.03%	
5	Tier 1	\$351-\$400	80	13.15%	75	12.33%	76	12.39%	77	12.56%	308	12.61%	
	Sub Totals		150	24.67%	145	23.84%	147	23.98%	122	19.90%	564	23.09%	
6	Tier 2	\$401-\$450	15	2.46%	38	6.25%	43	7.01%	22	3.58%	118	4.83%	
7	Tier 2	\$451-\$500	16	2.63%	45	7.40%	42	6.85%	30	4.89%	133	5.44%	
8	Tier 2	\$501-\$550	31	5.09%	44	7.23%	36	5.87%	31	5.05%	142	5.81%	
9	Tier 2	\$551-\$600	55	9.04%	41	6.74%	41	6.68%	32	5.22%	169	6.92%	
10	Tier 2	\$601-\$650	96	15.78%	45	7.40%	45	7.34%	38	6.19%	224	9.17%	
	Sub Totals		213	35.03%	213	35.03%	207	33.76%	153	24.95%	786	32.18%	
11	Tier 3	\$651-\$700	22	3.61%	21	3.45%	35	5.70%	34	5.54%	112	4.58%	
12	Tier 3	\$701-\$750	31	5.09%	29	4.76%	33	5.38%	36	5.87%	129	5.28%	
13	Tier 3	\$751-\$800	26	4.27%	21	3.45%	28	4.56%	42	6.85%	117	4.79%	
14	Tier 3	\$801-\$850	30	4.93%	29	4.76%	33	5.38%	36	5.87%	128	5.24%	
15	Tier 3	\$851-\$900	44	7.23%	28	4.60%	37	6.03%	36	5.87%	145	5.93%	
	Sub Totals		153	25.16%	128	21.05%	166	27.07%	184	30.01%	631	25.83%	
16	Tier 4	\$901-\$950	23	3.78%	32	5.26%	19	3.09%	28	4.56%	102	4.17%	
17	Tier 4	\$951-\$1,000	18	2.96%	24	3.94%	18	2.93%	30	4.89%	90	3.68%	
18	Tier 4	\$1,001-\$1,050	19	3.12%	22	3.61%	15	2.44%	31	5.05%	87	3.56%	
19	Tier 4	\$1,051-\$1,100	20	3.28%	24	3.94%	19	3.09%	30	4.89%	93	3.80%	
20	Tier 4	Over \$1,100	12	1.97%	20	3.28%	22	3.58%	35	5.70%	89	3.64%	
	Sub Totals		92	15.13%	122	20.06%	93	15.17%	154	25.12%	461	18.87%	
Totals			608	100%	608	100%	613	100%	613	100%	2442	100%	

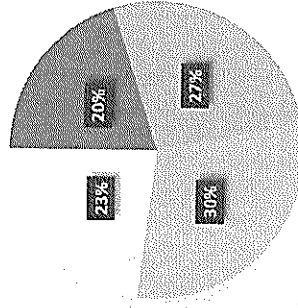
26-29 Years of Experience (All Rates)



30-33 Years of Litigation Experience

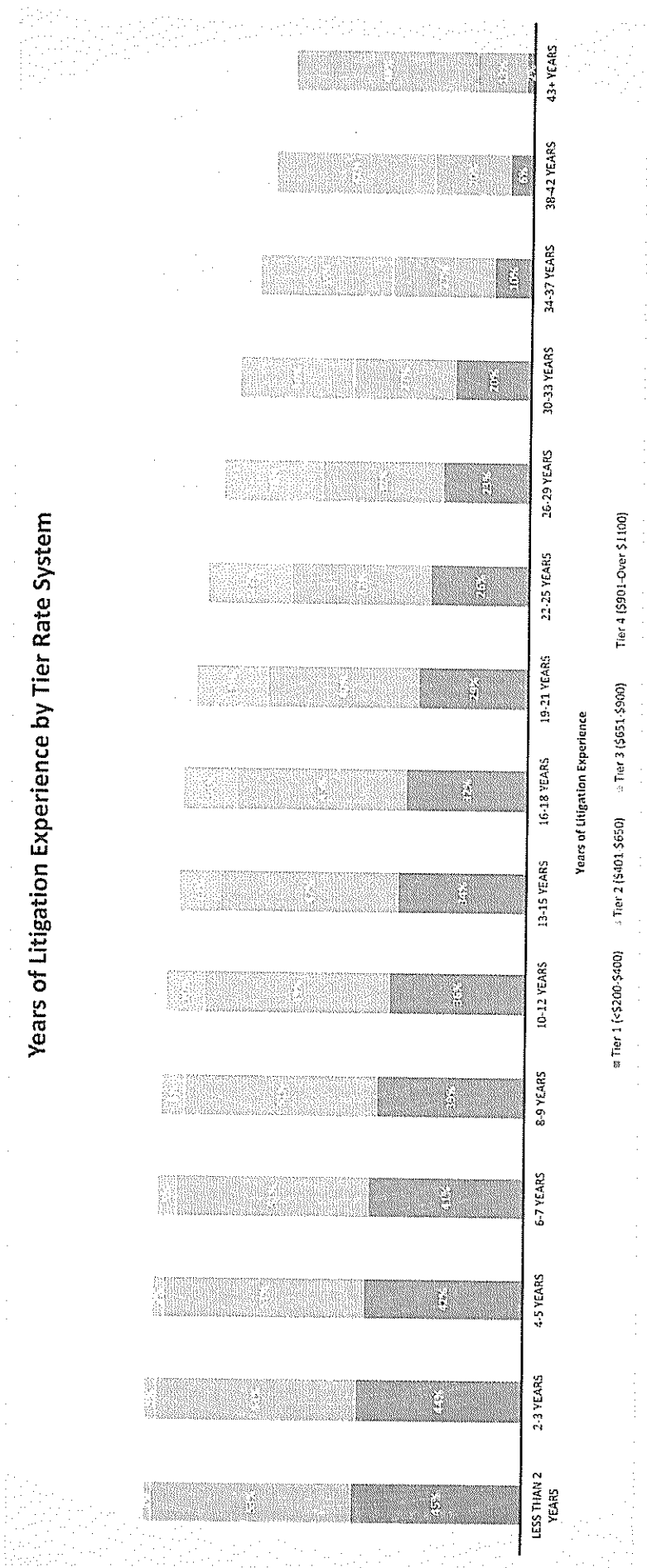
30-33 Years of Litigation Experience													
			Defense				Plaintiff				Totals		
Rate Tier	Rate Range		Regular Rate	Complex Rate	Complex Rate	Regular Rate	Complex Rate	Complex Rate	Regular Rate	Complex Rate	All Rates		
			#	%	#	%	#	%	#	%	#	%	
1	Tier 1	Less Than \$200	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
2	Tier 1	\$200-\$250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
3	Tier 1	\$251-\$300	1	0.19%	5	0.96%	0	0.00%	1	0.20%	7	0.34%	
4	Tier 1	\$301-\$350	49	9.45%	42	8.10%	51	10.51%	33	6.80%	175	8.72%	
5	Tier 1	\$351-\$400	52	10.03%	56	10.81%	55	11.34%	48	9.89%	211	10.51%	
Sub Totals			102	19.69%	103	19.88%	106	21.85%	82	16.90%	393	19.59%	
6	Tier 2	\$401-\$450	12	2.31%	35	6.75%	33	6.80%	11	2.26%	91	4.53%	
7	Tier 2	\$451-\$500	21	4.05%	31	5.98%	22	4.53%	19	3.91%	93	4.63%	
8	Tier 2	\$501-\$550	24	4.63%	28	5.40%	25	5.15%	16	3.29%	93	4.63%	
9	Tier 2	\$551-\$600	58	11.96%	29	5.59%	31	6.39%	19	3.91%	137	6.82%	
10	Tier 2	\$601-\$650	51	9.84%	33	6.37%	27	5.56%	22	4.53%	133	6.63%	
Sub Totals			166	32.04%	156	30.11%	138	28.45%	87	17.93%	547	27.26%	
11	Tier 3	\$651-\$700	25	4.82%	25	4.82%	33	6.80%	39	8.04%	122	6.08%	
12	Tier 3	\$701-\$750	31	5.98%	28	5.40%	29	5.97%	12	2.47%	100	4.98%	
13	Tier 3	\$751-\$800	29	5.59%	26	5.01%	31	6.39%	38	7.83%	124	6.18%	
14	Tier 3	\$801-\$850	30	5.79%	26	5.01%	29	5.97%	30	6.18%	115	5.73%	
15	Tier 3	\$851-\$900	41	7.91%	25	4.82%	29	5.97%	51	10.51%	146	7.27%	
Sub Totals			156	30.11%	130	25.09%	151	31.13%	170	35.05%	607	30.25%	
16	Tier 4	\$901-\$950	25	4.82%	33	6.37%	19	3.91%	29	5.97%	106	5.28%	
17	Tier 4	\$951-\$1,000	17	3.28%	25	4.82%	21	4.32%	29	5.97%	92	4.58%	
18	Tier 4	\$1,001-\$1,050	19	3.66%	27	5.21%	15	3.09%	30	6.18%	91	4.53%	
19	Tier 4	\$1,051-\$1,100	18	3.47%	25	4.82%	18	3.71%	29	5.97%	90	4.48%	
20	Tier 4	Over \$1,100	15	2.89%	19	3.66%	17	3.50%	29	5.97%	80	3.98%	
Sub Totals			94	18.14%	129	24.90%	90	18.55%	146	30.10%	459	22.88%	
Totals			518	100%	518	100%	485	100%	485	100%	2006	100%	

30-33 Years of Experience (All Rates)



- Tier 1 (Less Than \$200-\$400)
- Tier 2 (\$401-\$650)
- Tier 3 (\$651-\$900)
- Tier 4 (\$901-Over \$1,110)

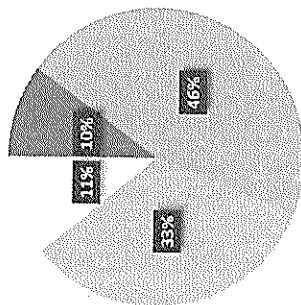
Years of Litigation Experience by Tier Rate System



Law Offices (2-11 Attys)

Law Offices (2-11 Attys)															
		Defense						Plaintiffs						All	
Rate Tier	Rate Range	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	All Rates			
		#	%	#	%	#	%	#	%	#	%	#	%	%	
1	Tier 1	Less Than \$200	8	0.53%	7	0.46%	10	0.54%	8	0.43%	33	0.49%			
2	Tier 1	\$200-\$250	20	1.34%	15	1.00%	12	0.64%	14	0.75%	61	0.91%			
3	Tier 1	\$251-\$300	36	2.41%	31	2.07%	35	1.89%	42	2.27%	144	2.15%			
4	Tier 1	\$301-\$350	44	2.94%	41	2.74%	51	2.75%	38	2.05%	174	2.60%			
5	Tier 1	\$351-\$400	42	2.81%	52	3.48%	77	4.16%	77	4.16%	248	3.71%			
Sub Totals			150	10.05%	146	9.78%	185	10.01%	179	9.68%	660	9.88%			
6	Tier 2	\$401-\$450	201	13.47%	256	17.15%	265	14.33%	199	10.76%	921	13.78%			
7	Tier 2	\$451-\$500	177	11.86%	202	13.53%	101	5.46%	188	10.17%	668	10.00%			
8	Tier 2	\$501-\$550	130	8.71%	101	6.76%	250	13.52%	154	8.33%	635	9.50%			
9	Tier 2	\$551-\$600	125	8.37%	92	6.16%	87	4.70%	163	8.82%	467	6.99%			
10	Tier 2	\$601-\$650	98	6.56%	88	5.89%	91	4.92%	95	5.14%	372	5.56%			
Sub Totals			731	48.99%	739	49.53%	794	42.96%	799	43.23%	3063	45.85%			
11	Tier 3	\$651-\$700	129	8.64%	109	7.30%	191	10.33%	140	7.57%	569	8.51%			
12	Tier 3	\$701-\$750	117	7.84%	100	6.70%	138	7.46%	116	6.27%	471	7.05%			
13	Tier 3	\$751-\$800	87	5.83%	91	6.09%	109	5.89%	172	9.30%	459	6.87%			
14	Tier 3	\$801-\$850	91	6.09%	77	5.16%	95	5.14%	112	6.06%	375	5.61%			
15	Tier 3	\$851-\$900	32	2.14%	69	4.62%	114	6.16%	110	5.95%	325	4.86%			
Sub Totals			456	30.56%	446	29.89%	647	35.01%	650	35.17%	2199	32.91%			
16	Tier 4	\$901-\$950	51	3.41%	65	4.35%	67	3.62%	69	3.73%	252	3.77%			
17	Tier 4	\$951-\$1000	56	3.75%	31	2.07%	33	1.78%	49	2.65%	169	2.52%			
18	Tier 4	\$1001-\$1050	22	1.47%	15	1.00%	56	3.03%	56	3.03%	149	2.23%			
19	Tier 4	\$1051-\$1100	11	0.73%	29	1.94%	33	1.78%	27	1.46%	100	1.49%			
20	Tier 4	Over \$1100	15	1.00%	21	1.40%	33	1.78%	19	1.02%	88	1.31%			
Sub Totals			155	10.38%	161	10.79%	222	12.01%	220	11.90%	758	11.34%			
Totals			1,492	100%	1,492	100%	1,848	100%	1,848	100%	6,680	100%			

Law Offices (All Rates)



■ Tier 1 (Less Than \$200-\$400)

■ Tier 2 (\$401-\$650)

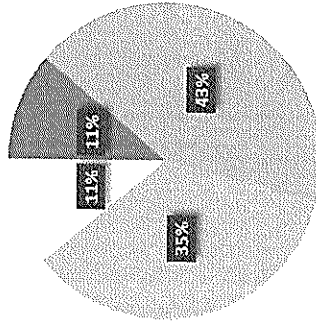
■ Tier 3 (\$651-\$900)

■ Tier 4 (\$901-Over \$1,110)

Small Law Firms (12-49 Attys)

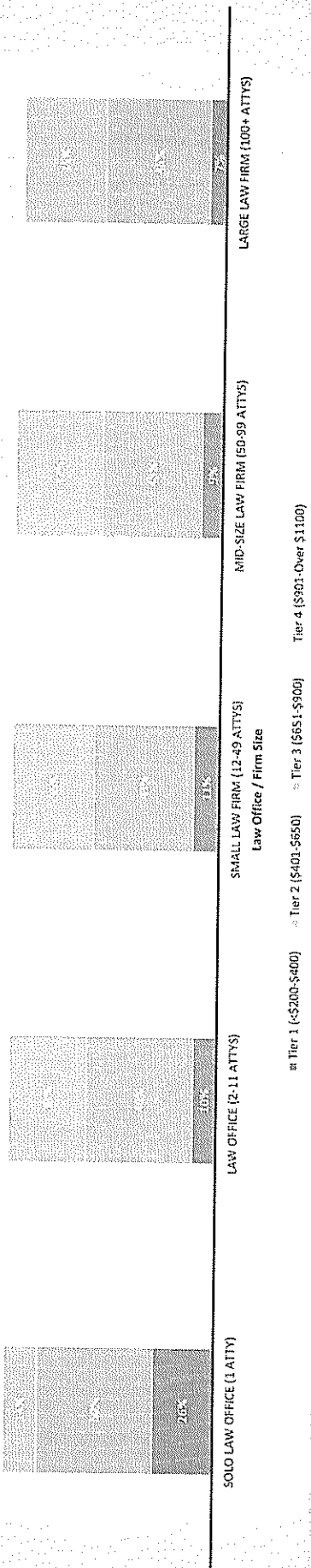
Small Law Firms (12-49 Attys)												
Rate Tier	Rate Range	Defense				Plaintiffs				All		
		Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	Regular Rate	Complex Rate	#	%	
		#	%	#	%	#	%	#	%	#	%	
1	Tier 1 Less Than \$200	6	0.39%	4	0.26%	4	0.26%	3	0.19%	17	0.27%	
2	Tier 1 \$200-\$250	15	0.98%	4	0.26%	9	0.59%	7	0.45%	35	0.57%	
3	Tier 1 \$251-\$300	33	2.15%	33	2.15%	45	2.95%	49	3.21%	160	2.62%	
4	Tier 1 \$301-\$350	41	2.68%	48	3.14%	68	4.46%	65	4.26%	222	3.63%	
5	Tier 1 \$351-\$400	58	3.79%	59	3.86%	57	3.74%	57	3.74%	231	3.78%	
Sub Totals		153	10.01%	148	9.68%	183	12.01%	181	11.88%	665	10.89%	
6	Tier 2 \$401-\$450	210	13.74%	205	13.41%	165	10.83%	186	12.21%	766	12.55%	
7	Tier 2 \$451-\$500	204	13.35%	206	13.48%	129	8.47%	127	8.33%	666	10.91%	
8	Tier 2 \$501-\$550	88	5.75%	80	5.23%	98	6.43%	99	6.50%	365	5.98%	
9	Tier 2 \$551-\$600	97	6.34%	98	6.41%	109	7.15%	113	7.41%	417	6.83%	
10	Tier 2 \$601-\$650	91	5.95%	112	7.32%	109	7.15%	90	5.90%	402	6.58%	
Sub Totals		690	45.15%	701	45.87%	610	40.05%	615	40.38%	2616	42.87%	
11	Tier 3 \$651-\$700	157	10.27%	132	8.63%	139	9.12%	122	8.01%	550	9.01%	
12	Tier 3 \$701-\$750	131	8.57%	161	10.53%	132	8.66%	175	11.49%	599	9.81%	
13	Tier 3 \$751-\$800	95	6.21%	88	5.75%	87	5.71%	56	3.67%	326	5.34%	
14	Tier 3 \$801-\$850	71	4.64%	77	5.03%	88	5.77%	91	5.97%	327	5.35%	
15	Tier 3 \$851-\$900	81	5.30%	69	4.51%	99	6.50%	99	6.50%	348	5.70%	
Sub Totals		535	35.01%	527	34.48%	545	35.78%	543	35.65%	2150	35.23%	
16	Tier 4 \$901-\$950	56	3.66%	48	3.14%	44	2.88%	51	3.34%	199	3.26%	
17	Tier 4 \$951-\$1000	21	1.37%	46	3.01%	36	2.36%	44	2.88%	147	2.40%	
18	Tier 4 \$1001-\$1050	27	1.76%	31	2.02%	31	2.03%	32	2.10%	121	1.98%	
19	Tier 4 \$1051-\$1100	28	1.83%	12	0.78%	43	2.82%	25	1.64%	108	1.76%	
20	Tier 4 Over \$1100	18	1.17%	15	98.00%	31	2.03%	32	2.10%	96	1.57%	
Sub Totals		150	9.81%	152	9.94%	185	12.07%	184	12.08%	671	10.99%	
Totals		1,528	100%	1,528	100%	1,523	100%	1,523	100%	6,102	100%	

Small Law Firms (All Rates)



- Tier 1 (Less Than \$200-\$400)
- Tier 2 (\$401-\$650)
- Tier 3 (\$651-\$900)
- Tier 4 (\$901-Over \$1,110)

Law Office / Firm Size by Tier Rate System



As a litigator, the factor that determines my hourly rate the most is...

The Factor That Determines My Hourly Rate the Most Is:									
	Associate		Partner		Sr. / Mgr. Partner		All		
	#	%	#	%	#	%	#	%	%
Location / Geography	937	20.05%	1480	25.02%	905	14.98%	3322	19.97%	
Years of Experience / Seniority	707	15.12%	2361	39.92%	3315	54.88%	6383	38.38%	
Practice Area / Complexity of Case	1168	24.99%	1175	19.86%	1186	19.63%	3529	21.22%	
Economics / Relationship with Client	1632	34.92%	608	10.28%	339	5.61%	2579	15.51%	
Size of Law Firm / Office	229	4.90%	290	4.90%	295	4.88%	814	4.89%	
Totals	4673	100%	5914	100%	6040	100%	16627	100%	

The Factor That Determines My Hourly Rate The Most Is:									
	Defense		Plaintiffs		All				
	#	%	#	%	#	%	#	%	%
Location / Geography	1236	14.82%	1644	19.82%	2880	17.32%			
Years of Experience / Seniority	2920	35.03%	3150	37.98%	6070	36.50%			
Practice Area / Complexity of Case	1655	19.85%	2059	24.83%	3714	22.33%			
Economics / Relationship with Client	2075	24.89%	1024	12.34%	3099	18.63%			
Size of Law Firm / Office	449	5.38%	415	5.00%	864	5.19%			
Totals	8335	100%	8292	100%	16627	100%			

As a litigator, the factor that determines my hourly rate the most is...

The Factor That Determines My Hourly Rate The Most Is:																															
	Solo (1 Atty)						Law Offices (2-11 Attys)						Small Law Firms (12-49 Attys)						Mid-Size Law Firms (50-99 Attys)						Large Law Firms (100+ Attys)						
	Defense		Plaintiffs		#		%		#		%		Defense		Plaintiffs		#		%		#		%		Defense		Plaintiffs		#		%
Location / Geography	336	22.70%	331	24.23%	322	21.58%	360	19.48%	301	19.69%	320	21.01%	361	20.15%	341	19.82%	504	24.91%	432	24.08%											
Year of Experience / Seniority	324	21.89%	284	20.79%	254	17.02%	331	17.91%	313	20.48%	269	17.66%	393	21.94%	366	21.27%	401	19.82%	355	19.78%											
Practice Area / Complexity of Case	380	25.67%	369	27.01%	367	24.59%	435	23.53%	380	24.86%	392	25.73%	441	24.62%	465	27.03%	570	28.17%	459	25.58%											
Economics / Relationship with Client	320	21.62%	299	21.88%	477	31.97%	610	33.00%	461	30.17%	480	31.51%	505	28.19%	460	26.74%	303	14.97%	271	15.10%											
Size of Law Firm / Of ice	120	8.10%	83	6.07%	72	4.82%	112	6.06%	73	4.77%	62	4.07%	91	5.08%	88	5.11%	245	12.11%	277	15.44%											
Totals	1480	100%	1366	100%	1492	100%	1848	100%	1528	100%	1523	100%	1791	100%	1720	100%	2023	100%	1794	100%											

On average, I raise my hourly rate...

On Average, I Raise My Hourly Rate:						
	Defense		Plaintiffs		All	
	#	%	#	%	#	%
Every Year	1227	14.72%	1231	14.84%	2458	14.78%
Every 2 Years	2088	25.05%	1648	19.87%	3736	22.46%
Every 3 Years	2911	34.92%	3321	40.05%	6232	37.48%
Every 4 Years	1694	20.32%	1681	20.27%	3375	20.29%
Every 5 Years	415	4.97%	411	4.95%	826	4.96%
Totals	8335	100%	8292	100%	16627	100%

On Average, I Raise My Hourly Rate:						
	Associate		Partner		Sr. / Mgr. Partner	
	#	%	#	%	#	%
Every Year	2103	45.00%	1175	19.86%	755	12.50%
Every 2 Years	707	15.12%	2331	39.41%	777	12.86%
Every 3 Years	698	14.93%	1102	18.63%	1210	20.03%
Every 4 Years	580	12.41%	711	12.02%	2000	33.11%
Every 5 Years	585	12.51%	595	10.06%	1298	21.49%
Totals	4673	100%	5914	100%	6040	100%

On average, I raise my hourly rate...

On Average, I Raise My Hourly Rate:																				
Solo (1 Attys)				Law Offices (2-11 Attys)				Small Law Firms (12-49 Attys)				Mid-Size Law Firms (50-99 Attys)				Large Law Firms (100+ Attys)				
Defense		Plaintiffs		Defense		Plaintiffs		Defense		Plaintiffs		Defense		Plaintiffs		Defense		Plaintiffs		
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Every Year	394	26.62%	388	28.40%	333	22.31%	403	21.80%	308	20.15%	333	21.86%	392	21.88%	395	22.96%	403	19.92%	323	18.00%
Every 2 Years	505	34.12%	451	33.01%	415	27.81%	515	27.86%	480	31.41%	454	29.80%	590	32.94%	551	32.03%	608	30.05%	574	31.99%
Every 3 Years	369	24.93%	323	23.64%	346	23.19%	466	25.21%	399	26.11%	389	25.54%	378	21.10%	386	22.44%	438	21.65%	433	24.13%
Every 4 Years	151	10.20%	160	11.71%	233	15.61%	279	15.09%	186	12.17%	196	12.86%	269	15.01%	258	15.00%	364	17.99%	248	13.82%
Every 5 Years	61	4.12%	44	3.22%	165	11.05%	185	10.01%	155	10.14%	151	9.91%	162	9.04%	130	7.55%	210	10.38%	216	12.04%
Totals	1480	100%	1366	100%	1492	100%	1848	100%	1528	100%	1523	100%	1791	100%	1720	100%	2023	100%	1794	100%